

California's Agricultural Employment

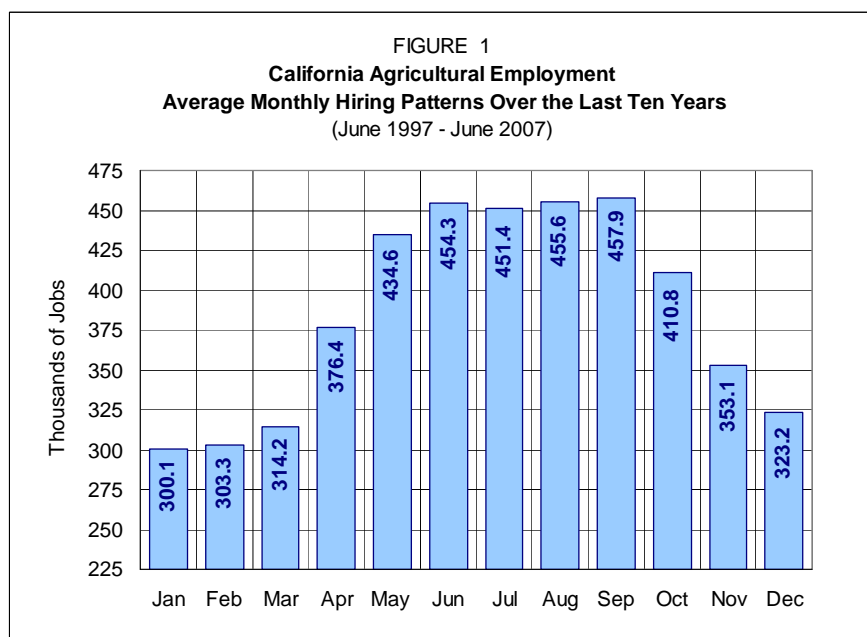
2006



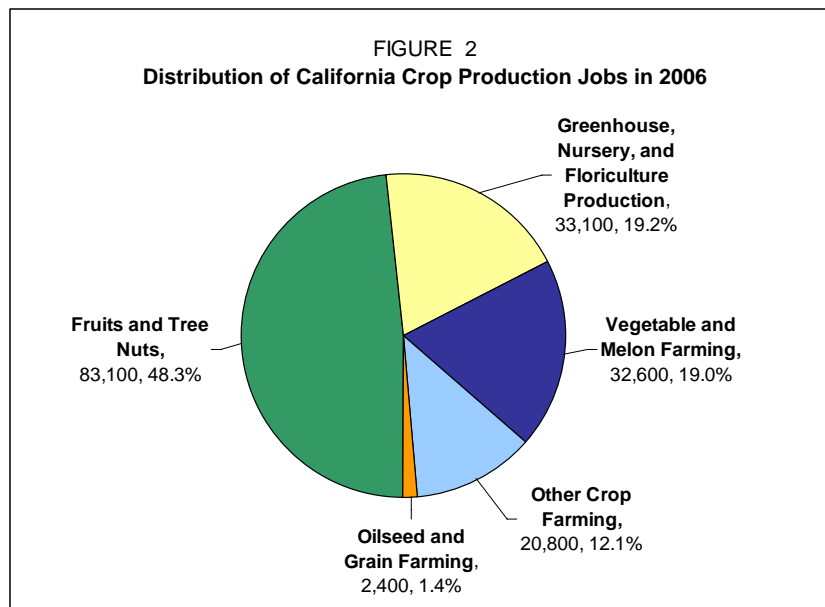
PROFILE OF CALIFORNIA'S AGRICULTURAL EMPLOYMENT IN 2006

STRUCTURE OF AGRICULTURAL EMPLOYMENT

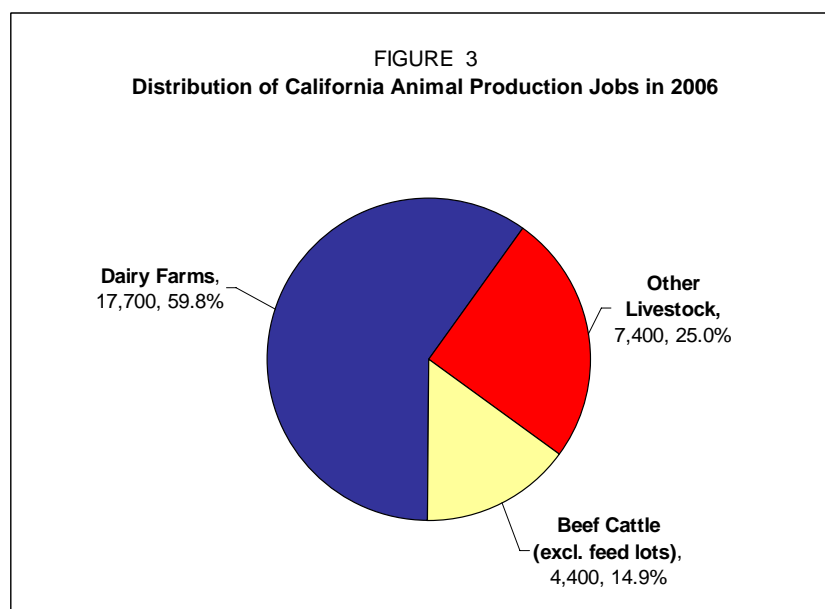
- According to the Employment Development Department's Agricultural Labor Survey, California averaged 377,200 agricultural jobs in 2006. They constituted just 2.4 percent of all jobs in the state's economy.
- California's agricultural hiring cycle is highly seasonal. Figure 1 shows the average monthly hiring pattern in California's agricultural sector over the last 10 years. Seasonal demand for agricultural labor is strongest during the months of May through September and weakest from December through March.



- In 2006, most of California's agricultural jobs were evenly divided between support activities for crop and animal production, and crop production. Support activities for crop and animal production payrolls totaled 174,600 jobs, or 46.3 percent of total agricultural employment. Crop production payrolls 172,000 jobs in crop production, or 45.6 percent of total agricultural jobs. Animal production payrolls totaled 29,600 jobs, accounting for 7.8 percent of total agricultural jobs. Forestry; and fishing, hunting, and trapping accounted for the state's remaining agricultural jobs.
- Farm labor and management comprised nearly three-quarters (73.6 percent) of support activities for crop and animal production jobs, with most of these jobs in farm labor contracting and leadership. In fact, farm labor contracting and leadership payrolls totaled 118,500 jobs in 2006, accounting for nearly one out of every three (31.4 percent) agricultural jobs in California. Post-harvest crop activities (except cotton) payrolls totaled 29,600 jobs, constituting 17.0 percent of all support activities for crop and animal production jobs.
- Figure 2 shows the industry breakdown of California's crop production jobs. About half (48.3 percent) of crop production jobs were in fruits and nut trees. Of these, grapes accounted for 35.3 percent, followed by berry crops (29.1 percent), and deciduous tree crops (20.2 percent). Citrus fruits comprised less than 5 percent of fruits and nut trees jobs.

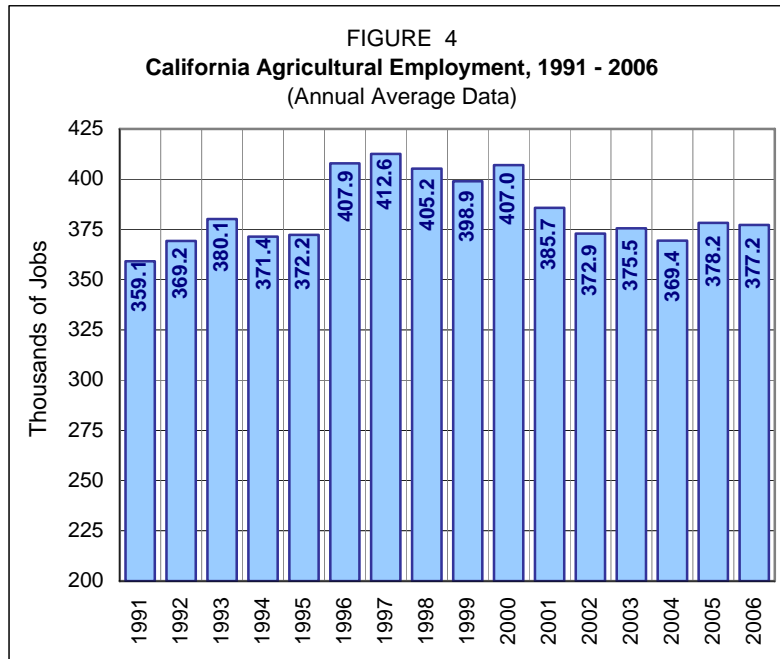


- Greenhouse, nursery, and floricultural products accounted for nearly one out of every five (19.2 percent) of California's crop production jobs in 2006. These jobs were concentrated in ornamental, florist, and nursery products.
- Vegetable and melon farming also accounted for about one out of every five (19.0 percent) crop production jobs.
- Other crop farming comprised one out of every eight (12.1 percent) crop production jobs.
- Figure 3 shows the industry breakdown of California's animal production jobs. Dairy farms accounted for most (59.8 percent) of California's animal production jobs. Other livestock production and beef cattle (except feedlots) comprised 25.0 and 14.9 percent of total animal production jobs, respectively.

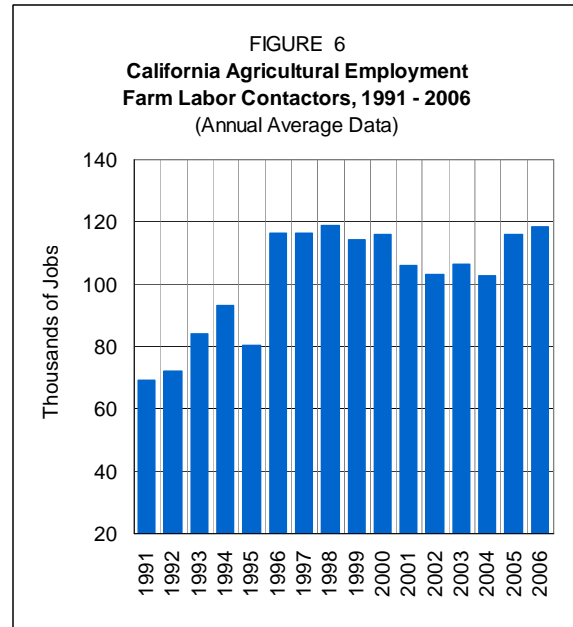
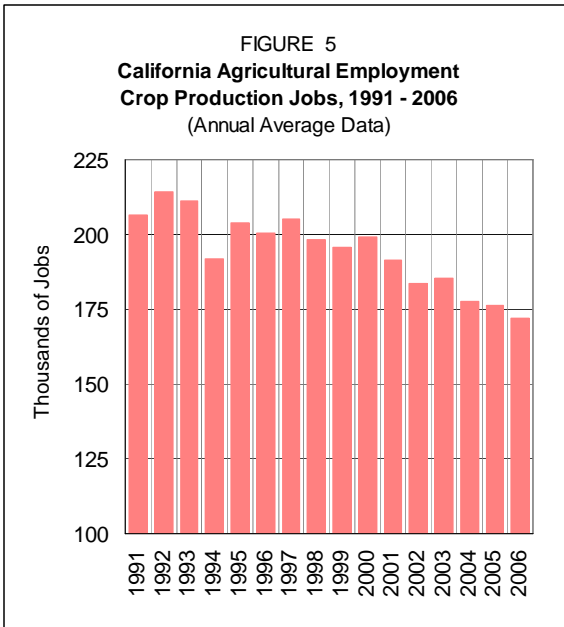


AGRICULTURAL EMPLOYMENT TRENDS

- The number of agricultural jobs in California grew by just 4,500 jobs (1.2 percent) from 2002 through 2006. This compares to nonfarm payroll growth totaling 615,000 jobs (4.3 percent) over the same period.
- The number of agricultural jobs in California grew by just 18,100 (5.0 percent) from 1991 through 2006. There was a period of elevated employment that began in 1996 and lasted through 2000. However, agricultural employment fell back to pre-1996 levels in 2001 and 2002. Figure 4 shows the trend in California agricultural employment from 1991 through 2006.



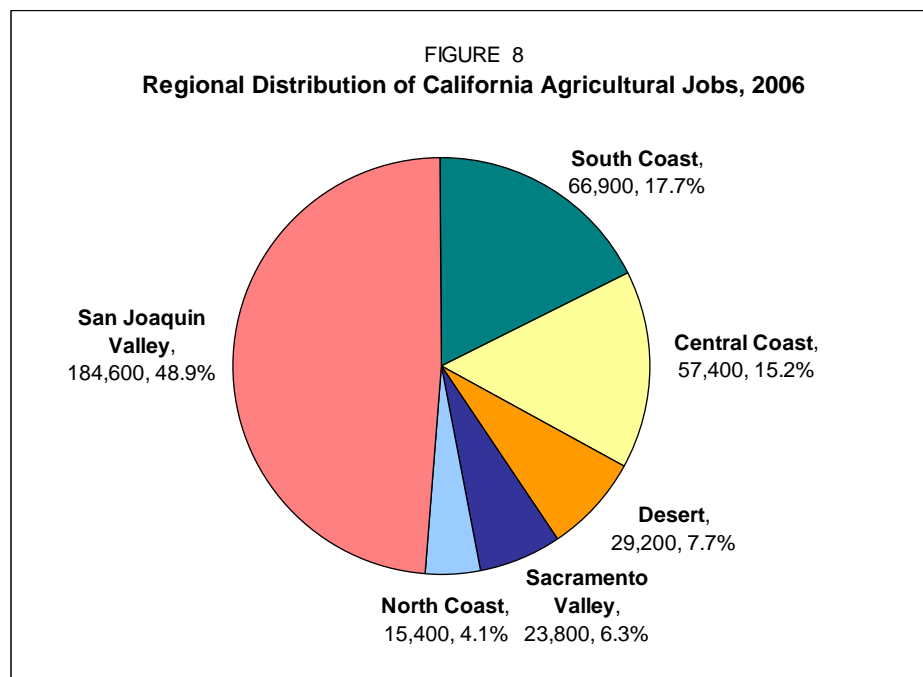
- It is believed that much of the increase in the number of agricultural jobs over the 1996-2000 period and the subsequent decrease in 2001 and 2002 reflected data reporting issues among farm labor contractors and the implementation of a new industrial classification system beginning in 2001. Apart for the 1996-2000 period, agricultural employment in California was remarkably stable from 1991 through 2006.
- While overall agricultural employment has grown slowly over the last 15 years, there was a sustained decline in the number of crop production jobs and a sustained increase in farm labor contracting and leadership jobs. The number of crop production jobs fell from 206,400 in 1991 to 172,000 in 2006, a decline of 34,400 (16.7 percent). The number of farm labor contracting and leadership jobs increased from 69,400 in 1991 to 118,500 in 2006, an increase of 49,100 (70.7 percent). Figures 4 and 5 show the 15-year trend in crop production, and farm labor contracting and leadership employment, respectively.



- Farm labor contracting and leadership made up 19.4 percent of total agricultural jobs in 1991 and 31.4 percent of agricultural jobs in 2006. Clearly, farm labor contractors are playing an increasingly important role in supplying labor to California's farms.

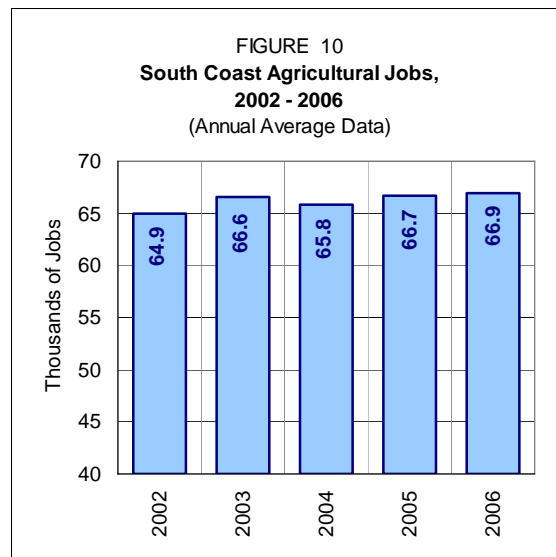
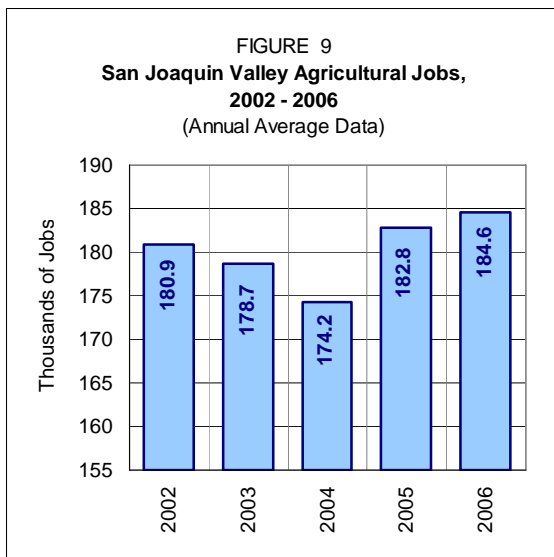
CALIFORNIA'S AGRICULTURAL REGIONS

- California has six agricultural regions: Central Coast, Desert, North Coast, Sacramento Valley, San Joaquin Valley, and South Coast. The geographical boundaries of these regions are shown in Figure 7.
- In 2006, nearly half (48.9 percent) of California's agricultural jobs were located in San Joaquin Valley. One-third (32.9 percent) of California's agricultural jobs were located in the South Coast or Central Coast regions. The Desert, Sacramento Valley, and North Coast regions combined accounted for less than one out of every five (18.1 percent) of California's agricultural employment. Figure 8 shows the regional distribution of California's agricultural jobs in 2006.
- A more detailed map of 2006 agricultural employment patterns in California is found in Appendix I.



SAN JOAQUIN VALLEY REGION

- Agricultural payrolls in San Joaquin Valley totaled 184,600 jobs in 2006. Most of these jobs (55.8 percent) were in support activities for crop and animal production, reflecting the key role farm labor contractors play in San Joaquin Valley's agricultural employment. Farm labor contractors and leadership payrolls totaled 76,300 jobs in 2006, accounting for more than two-fifths (41.3 percent) of the region's agricultural jobs.
- One-third of San Joaquin Valley's agricultural jobs were in crop production, the majority of which (59.7 percent) were in fruits and tree nuts production. Grapes (raisins) alone accounted for over half (52.0 percent) of fruits and tree nut tree jobs, and nearly one-third (31.1 percent) of all crop production jobs in the region.
- Animal production comprised one out of every nine (10.8 percent) agricultural jobs in San Joaquin Valley 2006, primarily on dairy farms. Two-thirds (67.2 percent) of all California's animal production jobs were located in the San Joaquin Valley.
- While the total number of agricultural jobs in San Joaquin Valley grew by just 3,700 jobs (2.0 percent) from 2002 through 2006, farm labor contractors and leadership payrolls grew by 8,600 jobs (12.7 percent). Employment on dairy farms grew 20.5 percent over the same period. However, this growth was partially offset by falling employment in other agricultural industries, most notably in other field crops which experienced a 3,900 job (31.2 percent) decrease in employment from 2002 to 2006. The five year trend of San Joaquin Valley agricultural employment is shown in Figure 9.



SOUTH COAST REGION

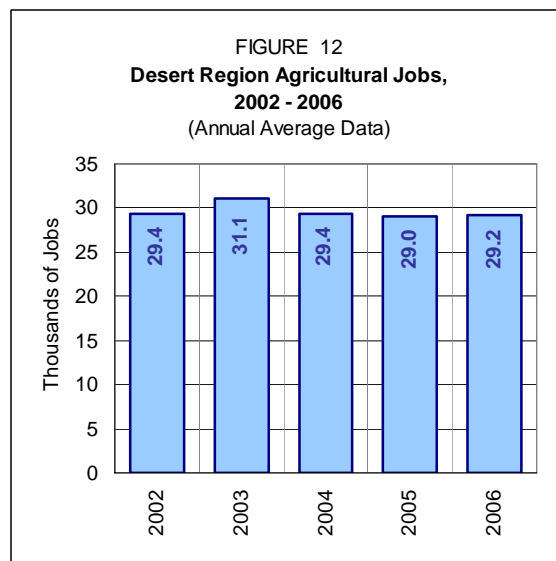
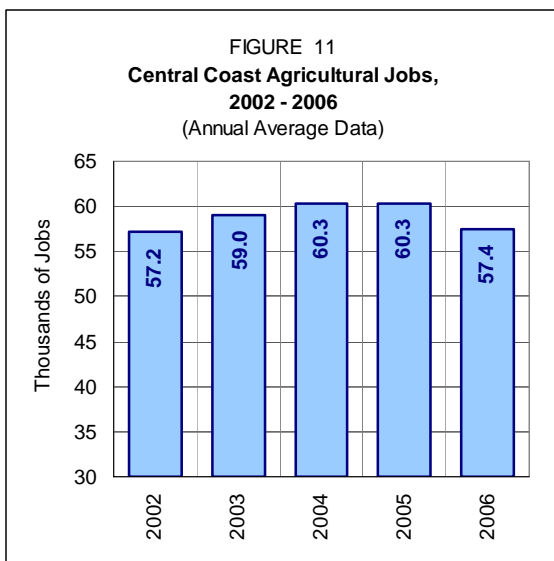
- South Coast had 66,900 agricultural jobs in 2006, making up 17.7 percent of California's total agricultural employment. Two-thirds (67.4 percent) of South Coast agricultural jobs were in crop production, 29.4 percent were in support activities for crop and animal production, and 2.7 percent were in animal production.
- South Coast's crop production jobs were concentrated in fruits and tree nuts; greenhouse, nursery, and floriculture products; and vegetable and melon farming. These three industries comprised 42.6, 37.5, and 15.7 percent of the region's crop production jobs, respectively. Berry crops accounted for four out of every five (79.7 percent) of the region's fruits and tree nuts jobs.

Ornamental florist and nursery products accounted for the lion's share (92.3 percent) of the region's greenhouse, nursery, and floriculture products jobs.

- Support activities for crop and animal production accounted for 29.4 percent of South Coast's agricultural jobs in 2006. Farm labor contractors and leadership play a comparatively minor role in the region's agricultural employment pattern, making up less than one-fifth (18.1 percent) of regional agricultural jobs.
- Total agricultural employment in South Coast grew by 2,000 jobs (3.1 percent) from 2002 through 2006, on the strength of a 4,800 job increase in berry crops. Farm labor contractors and leadership payrolls did not change over the period. Figure 10 shows the South Coast's five year agricultural employment trend.

CENTRAL COAST REGION

- Central Coast had 57,400 agricultural jobs in 2006, making up 15.2 percent of California's total agricultural employment. Crop production comprised more than half (53.8 percent) of the region's agricultural jobs. Over two-fifths (41.7 percent) of Central Coast's crop production jobs were in vegetable and melon farming, about one-third (31.7 percent) were in fruits and tree nuts trees—nearly all in berry crops—and more than one-fifth (21.7 percent) were in greenhouse, nursery, and floriculture products.
- Support activities for crop and animal products made up for 44.4 percent of Central Coast's agricultural jobs. Farm labor contractors and leadership, and post-harvest crop activities jobs accounted for 28.4 and 10.1 percent of regional agricultural employment, respectively.
- Although Central Coast added just 200 agricultural jobs (0.3 percent) from 2002 through 2006, farm labor contractors and leadership payrolls grew by 4,000 jobs (32.5 percent). In contrast, other crop farming; and greenhouse, nursery, and floricultural products payrolls decreased 30.4 and 18.3 percent, respectively, over the same period. Figure 11 shows Central Coast's five year agricultural employment trend.

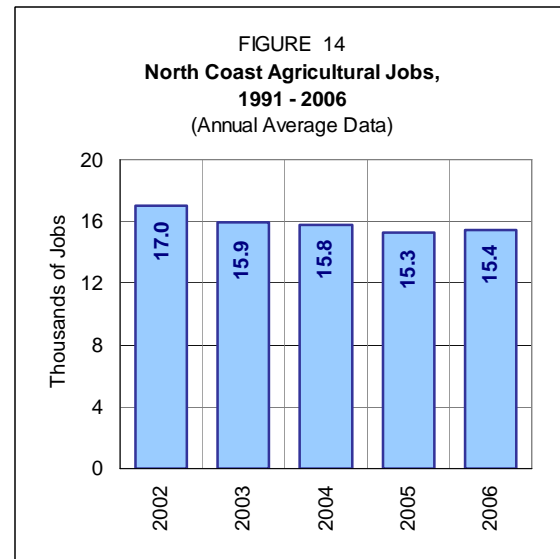
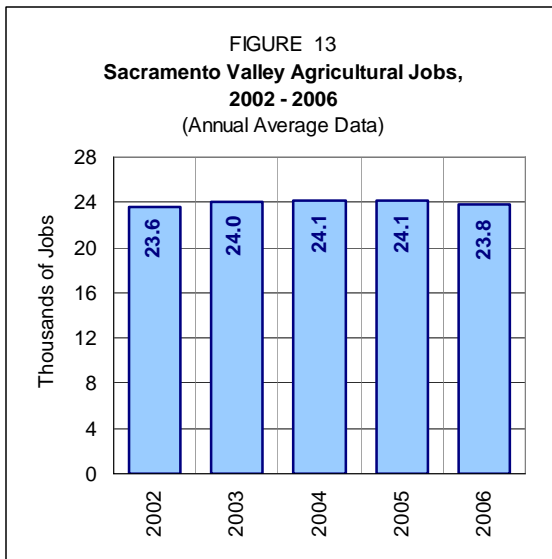


DESERT REGION

- The Desert Region had 29,200 farm jobs in 2006, constituting 7.7 percent of total agricultural jobs in California. About half (48.6 percent) of these jobs were in support activities for crop and animal production. Farm labor contractors and leadership, and post-harvest crop activities made up about three-fifths (58.5 percent) and one-quarter (25.4 percent) of regional total support activities for crop and animal production jobs, respectively.
- Crop production made up 38.0 percent of Desert's total agricultural employment. These jobs were concentrated in vegetable and melon farming, and fruits and tree nuts, which accounted for 31.5 and 29.7 percent of regional crop production jobs, respectively. Other crop farming; and greenhouse, nursery, and floricultural products made up 19.8 and 16.2 percent of regional crop production jobs, respectively.
- Animal production comprised 12.7 percent of Desert agricultural employment in 2006. These jobs were more or less evenly distributed between beef and other livestock production (51.3 percent) and dairy production (48.6 percent). Statewide, animal production made up just 7.8 percent of total agricultural jobs, with dairy farms accounting for three-fifths of these jobs.
- Desert's agricultural employment fell by 200 jobs (0.7 percent) from 2002 through 2006. Whereas support activities for crop and animal production payrolls grew by 2,600 jobs (22.4 percent), animal production payrolls fell by 1,800 jobs (32.7 percent) and crop production payrolls fell by 1,100 jobs (9.0 percent). Figure 12 shows the Desert Region's five year agricultural employment trend.

SACRAMENTO VALLEY REGION

- Agricultural payrolls in Sacramento Valley totaled 23,800 jobs in 2006, comprising 6.3 percent of total agricultural jobs in California. Three-fifths (59.7 percent) of these jobs were in crop production, one-third (33.2 percent) were in support activities for crop and animal production, and the remaining 7.1 percent were in animal production.
- Roughly half (46.5 percent) of Sacramento Valley's crop production jobs were in fruits and tree nuts. Deciduous tree fruits and tree nuts comprised 50.0 and 39.4 percent of the region's fruits and tree nuts jobs, respectively. Greenhouse, nursery, and floriculture products; and other crop farming each made up 16.2 percent of regional crop production jobs. Although just 11.3 percent of Sacramento Valley's crop production jobs were in oilseed and grain farming, the region accounted for two-thirds of total oilseed and grain farming jobs in California—reflecting the importance of rice production in the region.
- Farm labor contractors and leadership played a comparatively minor—but growing—role in Sacramento Valley's agricultural economy, accounting for just one out of five (20.2 percent) of regional agricultural jobs. Statewide, farm contractors and leadership accounted for nearly one-third (31.4 percent) of agricultural jobs.
- Total agricultural employment in Sacramento Valley grew by 200 jobs (0.8 percent) from 2002 through 2006. Support activities for crop and animal production payrolls grew by 1,600 jobs (25.4 percent), with farm contractors and leadership accounting for three-quarters of this growth. In contrast, crop production payrolls fell by 1,300 jobs (7.6 percent). Figure 13 shows the Sacramento Valley's five year agricultural employment trend.



NORTH COAST REGION

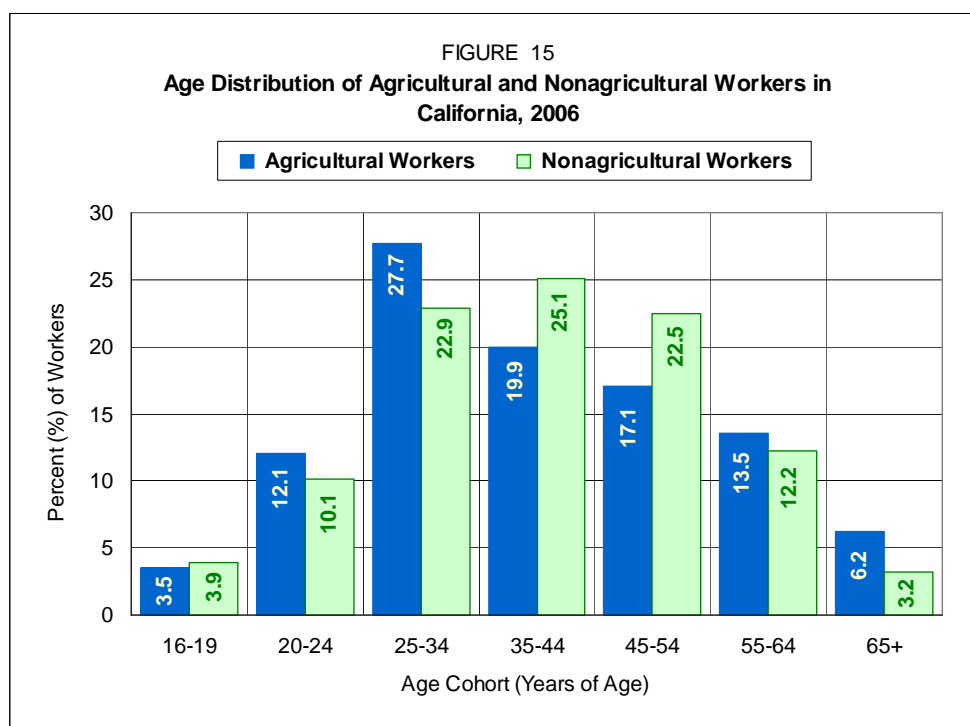
- Agricultural payrolls in North Coast totaled 15,400 jobs in 2006, making up just 4.1 percent of total agricultural jobs in California. However, the region includes California's largest wine producing areas. The region accounted for 22.9 percent of California's total grape production jobs.
- Three out of every five (59.1 percent) of North Coast agricultural jobs were in crop production. Support activities for crop and animal production, and animal production made up 28.6 and 11.0 percent of regional agricultural jobs, respectively.
- Over four-fifths (82.4 percent) of North Coast's crop production jobs were in fruits and tree nuts production. Grape production alone comprised nearly three-quarters (73.6 percent) of regional crop production jobs and 43.5 percent of total regional agricultural employment. Greenhouse, nursery, and floriculture products accounted for 14.3 percent of North Coast's crop production jobs.
- Although nearly one out of every three of North Coast's agricultural jobs was in support activities for crop and animal production, most (59.1 percent) of these jobs were in farm management services. Farm labor contractors and leadership constituted just 15.9 percent of total support activities jobs in the region, and 4.5 percent of total regional agricultural employment.
- Total agricultural employment in North Coast fell by 1,600 jobs (9.4 percent) from 2002 through 2006. However, much of this decrease reflects a 1,100-job drop between 2002 and 2003. Regional agricultural payrolls have been comparatively stable over the last three years. Grape production fell by a combined 1,500 jobs in 2003 and 2004, but by a total of just 100 jobs in 2005 and 2006. Figure 14 shows Central Coast's five year agricultural employment trend.

PROFILE OF CALIFORNIA'S AGRICULTURAL WORKFORCE IN 2006

According to the Current Population Survey (CPS) of households, there were 335,400 persons in California's agricultural labor force in 2006. This report analyzes CPS data to describe the demographic and economic characteristics of California's agricultural workers.

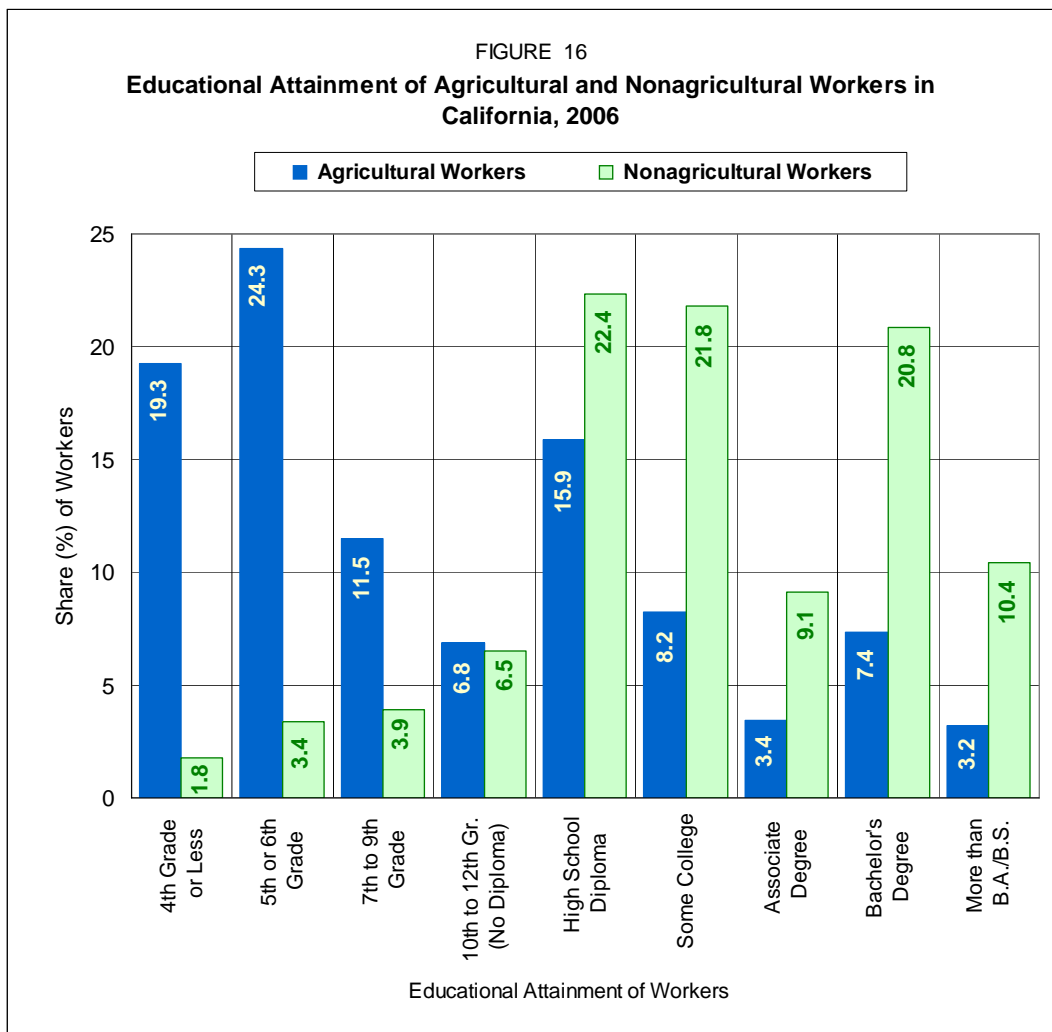
DEMOGRAPHICS

- Nearly three-quarters (73.8 percent) of California's agricultural labor force were men. In contrast, men constituted 55.3 percent of the nonagricultural labor force.
- California's agricultural workers tended to have a lower age distribution than nonagricultural workers. Workers between the ages of 16 and 34 comprised 43.3 percent of the agricultural workforce, compared to 36.9 percent of nonagricultural workers. Figure 15 shows the age distribution of agricultural and nonagricultural workers in California in 2006.



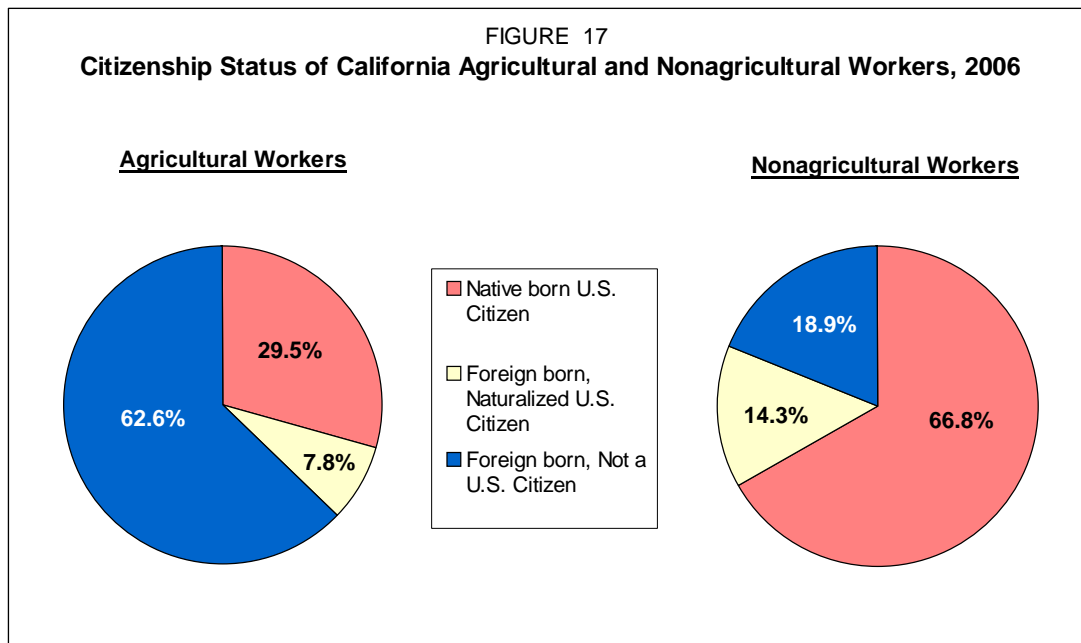
- Hispanics made up more than two-thirds (68.7 percent) of California's agricultural labor force, but slightly less than one-third (32.0 percent) of the state's nonagricultural labor force in 2006.
- Virtually all (99.1 percent) of California's Hispanic agricultural workers identified Mexico as their country of origin. This compares to 82.4 percent of the Hispanic nonagricultural workforce.
- Nearly half (49.4 percent) of California's agricultural workforce identified Spanish as their only spoken language. In contrast, less than one out of every ten (9.3 percent) nonagricultural workers spoke only Spanish.
- In 2006, Asians made up just 4.3 percent of California's agricultural labor force and 12.6 percent of the state's nonagricultural labor force.

- Just 0.3 percent of agricultural workers identified themselves as black compared to six percent of nonagricultural workers.
- Agricultural workers tended to be less educated than nonagricultural workers. In 2006, over three-fifths (62.0 percent) of agricultural workers had not completed high school. In contrast, just 15.5 percent of nonagricultural workers had not completed high school. Whereas close to one-third (31.2 percent) of nonagricultural workers had attained a Bachelor's degree or higher, just 10.6 percent of agricultural workers had done so. Figure 16 shows the educational attainment of agricultural and nonagricultural workers in California in 2006.



- More than half (55.1 percent) of California's agricultural workers had a ninth grade education or less. More than two-fifths (43.6 percent) had a sixth grade education or less. Comparable percentages in the nonagricultural workforce were 9.1 and 5.2 percent, respectively.

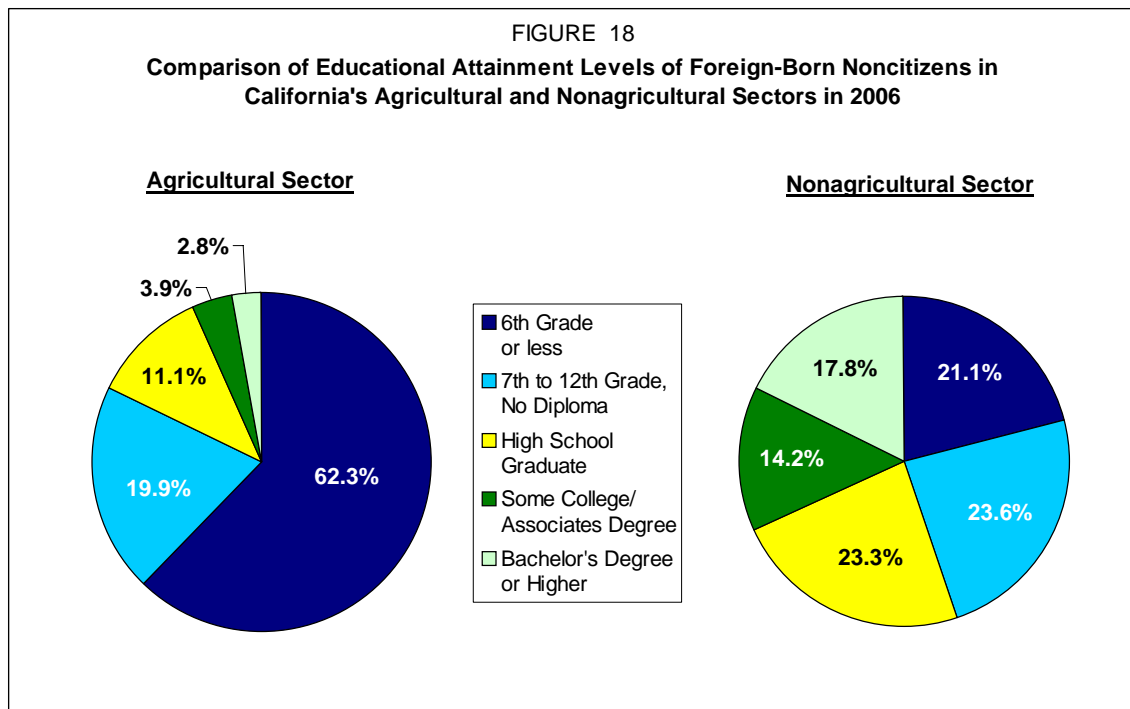
- Over three-fifths (62.6 percent) of California's agricultural labor force was classified as "foreign-born, not a U.S. citizen." Less than one-fifth (18.9 percent) of the nonagricultural workforce was similarly classified.¹ Figure 17 shows the citizenship status of California's agricultural and nonagricultural workers in 2006.



- Most (83.9 percent) of California's Hispanic agricultural workforce was classified as "foreign-born, not a U.S. citizen." Less than one out of every ten (8.8 percent) Hispanic agricultural workers was a native born U.S. citizen. An additional 7.3 percent of Hispanic agricultural laborers were classified as "foreign-born, naturalized U.S. citizens."
- In contrast, just two-fifths (41.6 percent) of nonagricultural Hispanic workers were foreign-born noncitizens. A similar proportion (41.7 percent) of nonagricultural Hispanic workers were native born U.S. citizens, and 16.6 percent were naturalized U.S. citizens.
- Nonhispanic agricultural workers were overwhelmingly U.S. citizens. Three-quarters (74.9 percent) were classified as a native born Americans, and an additional 9 percent were naturalized U.S. citizens.
- Whereas Asians comprised 17.2 percent of foreign-born noncitizens in the nonagricultural workforce, they made up just 1.4 percent of the foreign-born noncitizen agricultural workforce.
- Foreign-born agricultural workers who were not U.S. citizens had a particularly youthful age profile. Whereas nearly three-quarters (73.9 percent) of these workers were younger than 45 years of age and over half (52.3 percent) were younger than 35, fewer than one out of ten (9.2 percent) were age 55 or older.

¹ Although the CPS does not contain information about the legal status of foreign-born workers who were not U.S. citizens, public use data from the 2003-2004 U.S. Department of Labor's National Agricultural Workers Survey (NAWS) indicated that 57 percent of all crop farmworkers in California were undocumented. The 2003-2004 NAWS data are summarized in: *The California Farm Labor Force: Overview and Trends from the National Agricultural Workers Survey*. Aguirre International, June 2005. Available at: <http://www.epa.gov/region09/ag/docs/final-naws-s092805.pdf>.

- Native born U.S. agricultural workers had an older age profile than foreign-born noncitizens. Nearly two-fifths (39.3 percent) of native born agricultural workers were 55 or older. Half were younger than 45, and about one-third (32.5 percent) were less than 35 years old.
- Figure 18 compares educational attainment of foreign-born workers who were not U.S. citizens in the agricultural and nonagricultural sectors. Foreign-born noncitizens working in agriculture tended to be more poorly educated than foreign-born noncitizens in the nonfarm economy.

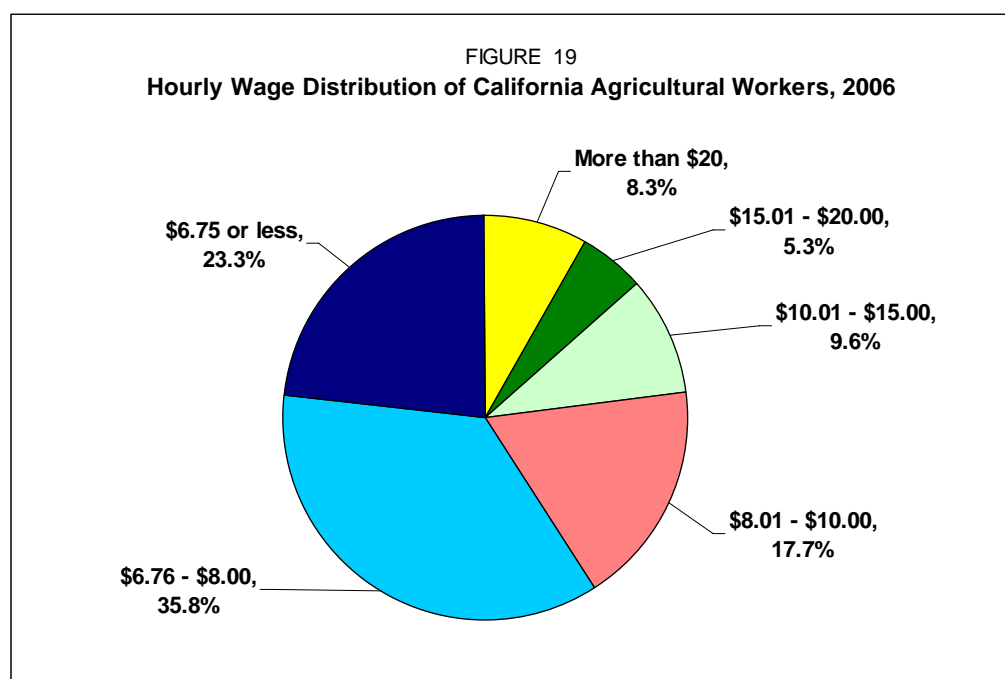


- Over four-fifths (82.2 percent) of foreign-born noncitizens working in agricultural had not completed high school. More than three-fifths (62.3 percent) had a sixth grade education or less. Just 7.2 percent of the foreign-born agricultural workers who were not U.S. citizens had attended some college or earned a post-high school degree.
- Foreign-born noncitizens working outside of agriculture tended to be more highly educated. More than half (55.3 percent) of these workers had attained at least a high school diploma. About one-third (31.9 percent) of foreign-born noncitizens in the nonagricultural sector had attended at least some college. Nearly one-fifth (17.8 percent) had a Bachelor's degree or higher. In contrast, a little more than one out five (21.1 percent) had a sixth grade education or less.
- Native born U.S. citizens working in agricultural tended to be better educated than foreign-born noncitizen workers. Over four-fifths (81.9 percent) of native born agricultural workers had attained at least a high school diploma. Nearly three-fifths (58.8 percent) had attended at least some college. Three out of every ten (29.6 percent) had a Bachelor's degree or higher. One out of ten (9.8 percent) had a post-Bachelor's degree.
- The vast majority (86.9 percent) of foreign-born agricultural workers who were not U.S. citizens worked in farming, fisheries, and forestry occupations. Management occupations

was their second largest occupational category, but employed just 5.5 percent of foreign-born noncitizens. In contrast, over two-fifths (41.1 percent) of native born agricultural workers worked in management occupations. Just over one-quarter (26.0 percent) of native born agricultural workers worked in farming, fisheries, and forestry occupations.

EARNINGS OF AGRICULTURAL WORKERS

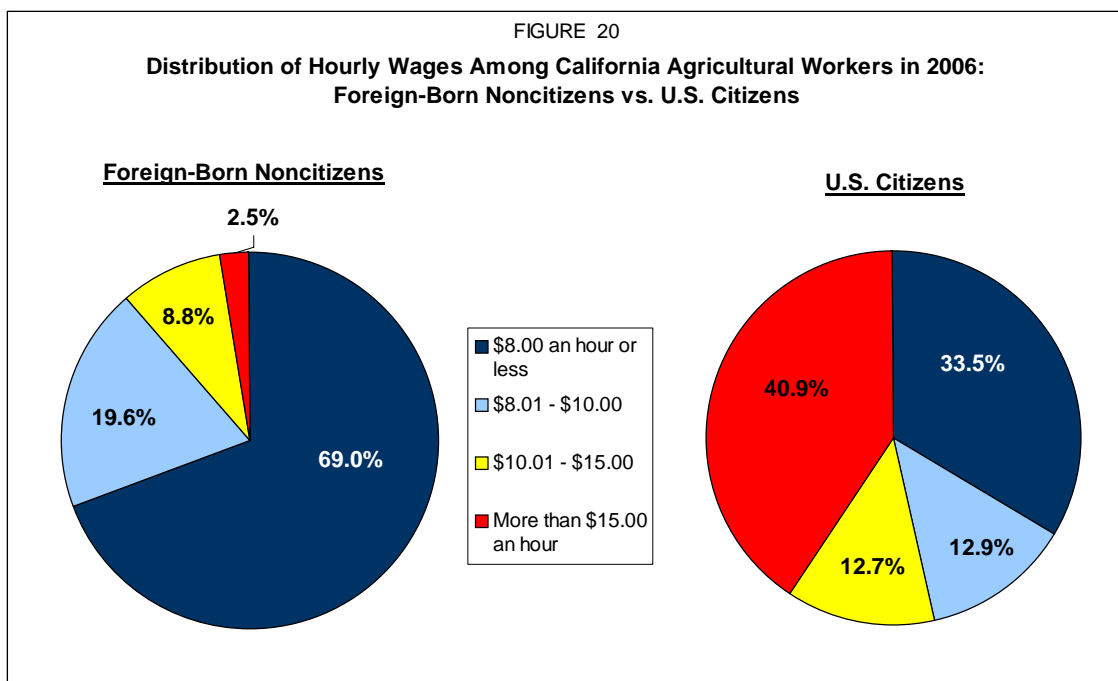
- The unemployment rate among agricultural workers was 10.9 percent in 2006. This compares to an unemployment rate of just 4.3 percent among nonagricultural workers.
- In 2006, a larger percentage of agricultural workers (86.9 percent) worked full-time hours than did nonagricultural workers (82.8 percent). However, agricultural work tends to be highly seasonal.
- In 2006, nearly three-fifths (59.1 percent) of California's agricultural workers earned \$8 an hour or less. Over three-quarters (76.8 percent) earned \$10 an hour or less. In contrast, only about one out of every seven (13.6 percent) of agricultural workers earned more than \$15 an hour. Figure 19 shows the hourly wage distribution of California agricultural workers in 2006.²
- Nearly one-quarter (23.3 percent) of California's agricultural workers earned the minimum wage of \$6.75 or less³, the vast majority (91.9 percent) of whom had not completed high school. Three-quarters (74.8 percent) of minimum wage agricultural workers had a sixth grade education or less. More than four-fifths (85.5 percent) of minimum wage agricultural workers were foreign-born workers who were not U.S. citizens.



² The hourly wage totals include workers not paid on an hourly wage. An hourly wage for these workers was imputed from their reported weekly earnings and usual number of hours worked each week.

³ On January 1, 2007, the California minimum wage increased to \$7.50 an hour. In 2006, 43.7 percent of California agricultural workers earned \$7.50 an hour or less. California's minimum wage will increase to \$8.00 an hour on January 1, 2008.

- Over four-fifths (84.1 percent) of the agricultural workers who earned \$8.00 or less in 2006 were foreign-born noncitizens.
- Four out of every five (79.9 percent) agricultural workers who earned \$8.00 an hour or less had not completed high school. Nearly three-quarters (73.8 percent) had a ninth grade education or less. Over three-fifths (60.5 percent) had a sixth grade education or less.
- Nearly nine out of every ten (86.3 percent) agricultural workers who earned more than \$15.00 an hour in 2006 was a native born or naturalized U.S. citizen. In contrast, over four-fifths (80.9 percent) of agricultural workers who earned less than \$15 an hour was a foreign-born noncitizen. Whereas nonhispanics comprised 83.6 percent of agricultural workers who earned more than \$15.00 and hour, Hispanics comprised 84.9 percent of agricultural workers who earned less than \$15.00 and hour.
- Figure 20 compares the hourly wage distribution of agricultural workers who were U.S. citizens—including naturalized citizens—and foreign-born noncitizens. Of those working in California agriculture, nearly seven out of every ten (69.0 percent) foreign-born noncitizens earned \$8.00 or less in 2006, while just one-third (33.5 percent) of U.S. citizens did.



- Over half (53.6 percent) of the U.S. citizens who worked in the agricultural sector earned over \$10.00 an hour, compared to just one out of every nine (11.3 percent) foreign-born workers who were not U.S. citizens.
- Over two-fifths (40.9 percent) of agricultural workers who were U.S. citizens earned more than \$15.00 an hour in 2006, compared to just one out of every 40 (2.5 percent) foreign-born agricultural workers who were not citizens.

- Figure 21 compares the occupational distribution of California agricultural workers who earned \$8.00 an hour or less in 2006 with workers who earned more than \$15.00 an hour. The lowest wages were in farm work. Nine out of every ten (90.3 percent) of agricultural workers who earned \$8.00 an hour or less worked in farming, fishing, and forestry occupations.
- Most of the higher paying jobs were in management or occupations providing supporting services to agriculture. Two-fifths (39.7 percent) of the agricultural workers who earned \$15.00 an hour or more in 2006 worked in management occupations, and an additional 13.5 percent worked in office and administrative support occupations. Workers in installation, maintenance, and repair occupations; and life, physical, and social services occupations constituted 9.9 and 9.0 percent of higher paying agricultural jobs, respectively. Farming, fishing, and forestry occupations made up just 7.3 percent of higher paying agricultural jobs.

FIGURE 21 Occupational Distribution of California Agricultural Workers Earning \$8.00 an Hour or Less and More than \$15.00 an Hour in 2006	
<u>Workers Who Earned Less than \$8 an Hour</u>	
	<u>Percent of Workers</u>
Farming, Fishing, and Forestry Occupations	90.3
Transportation and Material Moving Occupations	3.1
Production Occupations	2.6
Management Occupations	1.5
Personal Care and Services Occupations	1.1
Sales and Related Occupations	0.8
Protective Services Occupations	0.6
<u>Workers Who Earned \$15 an Hour or More</u>	
	<u>Percent of Workers</u>
Management Occupations	39.7
Office and Administrative Support Occupations	13.5
Installation, Maintenance, and Repair Occupations	9.9
Life, Physical, and Social Service Occupations	9.0
Farming, Fisheries, and Forestry Occupations	7.3
Transportation and Material Moving	6.7
Construction and Extraction Occupations	3.6
Arts, Design, Entertainment, Sports, and Media Occupations	3.4
Protective Services Occupations	3.4
Personal Care and Services	3.3

APPENDIX I

MAP OF EMPLOYMENT IN CALIFORNIA AGRICULTURAL REGIONS AND COUNTIES IN 2006

